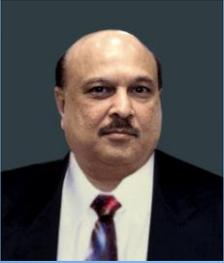


## Launch of Recognition of Prior Learning (RPL) & Dakshagraam initiatives by GJSCI



“India’s skilling background is going through a drastic change, and specifically in the gems and jewellery industry which is the third largest foreign exchange earner. If we want to keep this title and if we want to beat other countries, then we need have to have skilled human resources. “

-Prem Kothari,  
Chairman,  
GJSCI



The Gem & Jewellery Skill Council of India organized a press meet on 4<sup>th</sup> May 2016 at Indian Merchant Chambers, Mumbai. GJSCI Launched the RPL program as the first step to uplift the artisans in the Gems & Jewellery sector, also shown was an awareness short film during the conference. The presence of thought leaders like Prem Kumar Kothari, Chairman, GJSCI, Binit Bhatt, C.O.O, GJSCI, Vijay Waghmare, C.E.O, Maharashtra State Skill Development Society, Clement Chauvet, Chief Skill & Business Development, United Nations Development Programme, Nisha Savara, Rural Politician & President of Aasamant Foundation, Pravin Shankar Pandya, Chairman, GJEPC and Prabodh Thakkar, President, Indian Merchants' Chamber, made this event a huge success.



Also, the concept of Dakshagraam, an idea to improve the current working conditions of artisans was being communicated to the press. This was followed by the unveiling of ‘Nurture’ an installation made by specially-abled people that are undergoing the training under the aegis of GJSCI. This installation signifies GJSCI’s vision to nurture the talent in the industry.

## 5 Ways Recognition of Prior Learning (RPL) can help you retain your Employees:

- Gives them confidence, by recognizing their talent.
- Boosts the efficiency & productivity of the employees.
- Nurturing their talent & expanding the organization.
- Sense of being taken care of, which results in higher satisfaction of the employees.
- RPL gives new perspective to their career.

### Emerging Trends in Human resource requirements in the Gem & Jewellery sector:



- **Use of Technology:**  
Though technology is not expected to completely take over manual work neither there will be a major shift from manual to programmed work is expected. But at the same time, the increased use of technology will result in decline for certain types of personnel engagement in the industry.
- **Participation of women in the workforce:**  
Currently the male to female ratio is about 4 to 116, which is a really small percentage of women working in the industry. This proportion is expected to change going ahead as the jewellery fabrication segment grows further and the CPD segment declines.
- **More educated people in the industry:**  
The proportion of people working in this industry and who have studied till below 10th standard is high – it is around 70-75% for the CPD segment and around 40-45% for the jewellery manufacturing segment. But given the overall rise in literacy levels in India, current situation is going to change. Employees with additional educational qualifications are found more open to new ideas and the ability to explore options other than the standard way of doing things.

Source: NSDC report

## June Birthstone

• Pearl •



People have coveted natural **pearls** as symbols of wealth and status for thousands of years; the oldest written mention being in 2206BC. In ancient China, pearls were believed to guarantee protection from fire and fire-breathing dragons. In Europe, they symbolized modesty, chastity, and purity.

## GJSCI Certifies Grau Bar as the 'Centre of Excellence'



On 7<sup>th</sup> May 2016, Mr. Premkumar Kothari, Chairman of Gem & Jewellery Skill Council of India (GJSCI), awarded a certificate of 'Center of Excellence' to *Grau Bar Design*, Indore headed by Dr. Parag Vyas, who is a certified expert, engaged in training of candidates for World-skill Competitions.

### Dil ki Baat

"I started my career in G&J when I was 16. My whole family is in this business; hence acquiring the art was very handy. I never got into formal certification, but now after 25 years when I got Govt. certified RPL certificate, there is different level of satisfaction. I feel my skills are recognized and moreover they are more polished now." -*Ramdass Charan, RPL certified Artisan.*

## Project Vanika takes off with Training of 200 Tribal Women



Project Vanika, which was initiated by entering into a Tri-Party MoU between Gem & Jewellery Skill Council of India (GJSCI), Imitation Jewellery Manufacturer's Association (IJMA) & Aasamant Foundation.

On 12<sup>th</sup> May, 2016 representatives from these organizations visited a training center in Jawhar Village, Palghar District, Maharashtra. About 200 tribal women are undergoing training for fashion jewellery making at this centre.



These tribal women are undergoing training of making fashion jewellery under expert guidance of trainers appointed by GJSCI, who have reasonable years of experience in this art. The trainers will conduct full demonstrational courses in several batches for the tribal women. The enthusiasm accompanied by an eagerness to learn radiated a sense of positivity. Project Vanika has created a new path for these women to look forward towards being self-reliant and self-confident.

## Major Challenges Gem & Jewellery sector faces:



- **Over-dependence on imports:**  
Indian gems and jewellery industry is almost completely dependent on imported raw materials such as gold, diamond and other precious and semi-precious stones, with India importing almost 90% of its requirements. Limited recycling and inefficient mining of gold are the main reasons for low domestic supply of gold.
- **Inadequate working conditions:**  
One of the major challenges in Gem & jewellery industry is the inadequate working conditions and partial compliance with health & safety standards which has led to low interest in the industry and also fails to attract young generation.
- **Fluctuating tastes & technologies:**  
The industry is extremely affected by changing consumer tastes and preferences. Industry has to face the challenge head on and must be attentive and receptive towards important trends, developments and new risks.

GJSCI is working hand-in-hand with the Govt., major trade organisations & private players to streamline these issues & offer solutions to the problems faced.



**19,000 plus  
have secured  
their future  
through RPL,  
when are you  
getting  
certified??**